



## Administrative Progress Report (APR) August 2006

**To: POST Commissioners and Advisory Committee Members**

**From: KENNETH J. O'BRIEN**  
**Executive Director**

The APR is a monthly status report to inform POST Commissioners and law enforcement officials of recent progress on POST projects and instructional programs under development and other information of interest relating to POST.

### **TESTING MANAGEMENT AND ASSESSMENT SYSTEM (TMAS) SYMPOSIUM HELD**

On August 15-16, 2006, the Testing Management and Assessment System (TMAS) Symposium was held in San Diego. The TMAS is POST's Internet-based Basic Course testing system. The purpose of the Symposium was to review current system performance, to discuss recent enhancements made to the system, and to identify and to discuss changes that should be made in the future. Over 40 individuals representing the majority of the academies participated.

Feedback received during the Symposium indicates that the academies are pleased with the TMAS and the system enhancements that are underway, and with POST staff's efforts to educate and to support local users. Topics which will be incorporated into the TMAS in future releases include provisions to administer and to score performance tests such as POST's Physical Ability test, Firearms, Defensive Tactics, Vehicle Operations, and Scenarios. The system currently provides for assessment via written, multiple-choice tests.

Questions about the Testing Management and Assessment System Symposium may be directed to Senior Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-2810 or [Ken.Krueger@post.ca.gov](mailto:Ken.Krueger@post.ca.gov).

### **PHYSICAL TRAINING INSTRUCTOR COURSE PRESENTED**

On August 22-24, 2006, the Basic Level Physical Training Instructor Course was presented at Golden West College Criminal Justice Training Center in Huntington Beach. POST staff, with Golden West and California Highway Patrol Academy instructors, presented this required training to 31 Basic Academy instructors.

Questions about the Physical Training Instructor Course may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or [Michael.Catlin@post.ca.gov](mailto:Michael.Catlin@post.ca.gov).

## **DETECTIVE JOB ANALYSIS WORKSHOPS COMPLETED**

POST contracted with DLS Group of Denver, Colorado, to conduct a job analysis of the detective function. The job analysis focuses on the tasks performed by detectives and the frequency and criticality of each task. There is also a special emphasis on the investigative decision-making process. Job analyses often do not include the decision-making process which is crucial for success as a criminal investigator. Ultimately, the decision-making aspect will be incorporated into the core training provided in the Robert Presley Institute of Criminal Investigation (ICI). This emphasis should reduce the time needed to gain investigative expertise.

Toward the objective of creating a model of the decision-making process, three two-day cognitive training analysis workshops were conducted during July and August. The three workshops consisted of approximately 12 detectives each. The first workshop was comprised of detectives relatively new to the investigative function. The detectives discussed typical scenarios and the manner in which they conducted investigations. Within this context, the group collaboratively identified phases of investigations, tasks, and decision rules. In a second workshop, highly-experienced detectives verified and refined the phases, tasks, and decision rules formulated by the first group.

A third workshop, comprised of detective supervisors and managers, was convened one week later. This group reviewed the work product of the two preceding groups, developed tables of characteristics of novice detectives, and identified methods for supporting novices and for accelerating their learning.

The next phase of the job analysis entails a random survey of detectives. The target sample size for this is 500, stratified by agency size. Surveying, which will commence in early September, will determine the criticality and frequency of tasks. It is anticipated that the job analysis report will be completed later this fall.

Questions about the Detective Job Analysis may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

## **FIREARMS SKILLS TEST DEVELOPMENT PROJECT**

On August 29-30, 2006, the Firearms Skills Test Development Committee met in Sacramento. The Committee reviewed the results of the recent content validation survey sent to Academy Directors and Basic Course Coordinators. The survey provided support for the proposed skills tests and performance dimensions. Based on the survey results, six academies have volunteered to participate in the pilot-testing of the proposed skills tests. Informal pilot-testing will begin in September; formal pilot-testing will begin after the research design has been finalized.

Questions about the Firearms Skills Test Development Project may be directed to Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or [Bob.Holmgren@post.ca.gov](mailto:Bob.Holmgren@post.ca.gov).

## REGIONAL BACKGROUND INVESTIGATION UPDATE WORKSHOPS SCHEDULED

Beginning in early October, staff will present 12 regional workshops regarding pre-employment background investigation. Substantive changes have occurred over the past year aimed at improving the pre-employment background investigation process. Changes have included revision, updating, and reformatting of the POST document titled *Background Investigation Manual: Guidelines for the Investigator*.

Additionally, the previous peace officer job dimensions have been replaced with ten background dimensions applicable to both peace officers and public safety dispatchers. New background file tab sets have been developed for peace officers and public safety dispatchers to assist agencies with the management of required documents.

Each regional workshop will be facilitated by POST staff and special consultants responsible for the creation of the new products and the respective POST regional consultant. The new background manual, associated forms, and pertinent legal and procedural changes will be reviewed. All workshop attendees will receive copies of the background investigation resource materials.

To maximize convenience, to minimize costs, and to ensure that questions are adequately addressed, individual workshops have been scheduled for each of the ten Training Delivery and Compliance Bureau service regions. Presentations will be conducted in concert with the 2006 training conferences of both the California Association of Law Enforcement Background Investigators (CALEBI) and the California Background Investigators' Association (CBIA).

Questions about the Regional Background Investigation Update Workshops may be directed to Special Consultant Lou Madeira, Training Delivery and Compliance Services Bureau, at (916) 227-4871 or [Lou.Madeira@post.ca.gov](mailto:Lou.Madeira@post.ca.gov).

## TESTS FOR NEW BASIC COURSE LEARNING DOMAIN DEVELOPED

At its July meeting, the Commission approved a new Learning Domain for the Basic Course which covers homeland security and emergency management concerns. In August, POST convened a committee of subject matter experts to create a workbook and assessment procedures for the new domain: LD #43 - Emergency Management. The committee has recommended that the new domain be delivered late in the Basic Course, following the mid-term exam, and that test questions from LD #43 be placed into the final, end-of-course proficiency test.

Delivery of this curriculum and implementation of the testing requirements will go into effect in March 2007. Staff will establish a passing standard for the new exam after sufficient test data has been collected to validate the testing component.

Questions about this project should be directed to Senior Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-2810 or [Ken.Krueger@post.ca.gov](mailto:Ken.Krueger@post.ca.gov).

## **HUMAN TRAFFICKING TELECOURSE NEARING COMPLETION**

The California Trafficking Victims Protection Act, enacted in 2005, requires POST to develop voluntary training for officers in the handling of human trafficking and recommend guidelines for law enforcement response to human trafficking. Human trafficking involves the recruitment, abduction, transport, harboring, transfer, sale or receipt of persons, within national or international borders, through force, coercion, fraud, or deception, and places persons in situations of slavery or slavery-like conditions, forced labor or services, such as forced prostitution or sexual services, domestic servitude, bonded sweatshop labor, and other debt bondage.

The training stresses the dynamics and manifestations of human trafficking, describes methods of identifying and communicating with victims, provides information regarding documentation needed to satisfy the Law Enforcement Agency (LEA) endorsement required by federal law, describes collaboration techniques with federal law enforcement officials, identifies therapeutically-appropriate investigative techniques, and identifies the availability of civil and immigration remedies and community resources, and the protection of victims.

In March 2006, work began on the development of the Human Trafficking Telecourse and the accompanying guidelines for law enforcement. Project research included interviews of law enforcement officers representing various city, county, state, and federal agencies, social services agencies, advocates, and attorneys. Subject matter experts designed the structure and content of the telecourse and guidelines.

The DVD-based program and guidelines are tentatively scheduled for release in early 2007. The highlighted scenarios include compelled prostitution involving injury, and forced labor with injury, in both the agricultural and motel/restaurant industries.

Questions about the Human Trafficking Telecourse may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or [Patricia.Chisum@post.ca.gov](mailto:Patricia.Chisum@post.ca.gov).

## **POST REPRESENTED AT APCO INTERNATIONAL'S 72<sup>ND</sup> ANNUAL CONFERENCE AND EXPOSITION**

In August, Senior Personnel Selection Consultant Bill Groome attended the Association of Public Safety Communications Officials International (APCO) Annual Conference in Orlando, Florida. General Richard Myers, Chairman, U.S. Joint Chiefs of Staff, was the keynote speaker.

Of special interest to POST was the follow-up of last years release of APCO's Project RETAINS (Response Efforts To Address Integral Needs in Staffing). Project RETAINS conducted research of the national staffing and retention of public safety communication centers. Additional information about APCO's Project RETAINS is located at [www.apcointl.org](http://www.apcointl.org).

Questions about the APCO International Annual Conference may be directed to Senior Personnel Selection Consultant Bill Groome, Standards and Evaluation Services Bureau, at (916) 227-3255 or at [Bill.Groome@post.ca.gov](mailto:Bill.Groome@post.ca.gov).

## **POST BEGINS DEVELOPMENT OF TELECOURSE FOR OFFICER SUICIDE PREVENTION**

The California POST Television Network (CPTN) has started development of a new telecourse program that focuses on law enforcement officer suicide prevention. The idea for the training arose from recent national reports that reveal a dramatic increase in officer suicide rates. Suicides among peace officers have doubled in recent years; statistically, officers are three times more likely to commit suicide than the general population.

The DVD telecourse will examine occupational factors, trends, patterns, causes of suicide, emotional problems, and warning signs. The telecourse will examine the culture that may hinder the helping process and highlight support systems and show effective intervention techniques.

The telecourse on officer suicide prevention is scheduled for release in 2007. Law enforcement agencies interested in participating in this special program or have knowledge of California-based officer suicide cases are asked to contact POST.

Questions about the telecourse on officer suicide prevention may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **ORANGE COUNTY SHERIFF'S DEPARTMENT HONORS GRADUATES**

On August 22, 2006, the Orange County Sheriff's Department Basic Academy honored 30 Basic Academy graduates. Representatives from twelve agencies in the Orange and Los Angeles counties were present to witness graduates of the Academy complete basic training and join their ranks.

The keynote address was delivered by Orange County Superior Court Presiding Judge Nancy Weiben-Stock. POST Senior Consultant Ed Pecinovsky addressed the graduates and guests on behalf of the POST Commission and Executive Director Ken O'Brien.

The graduation ceremony was impressive and allowed graduates a special moment when their badges were pinned on by a relative or friend. Of the 30 graduates, 12 had bachelor degrees or higher, four had associate degrees, and six were currently attending college. Five of the graduates had prior military experience. Sheriff Michael Corona administered the oath of office to the graduates.

Questions about the Orange County Sheriff's Department graduation may be directed to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4873 or [Ed.Pecinovsky@post.ca.gov](mailto:Ed.Pecinovsky@post.ca.gov).

## **POST BEGINS DEVELOPMENT OF TELECOURSE FOR WEAPONS LAW TRAINING**

The California POST Television Network (CPTN) has started development of a new "Weapons Law" Telecourse program that will provide update training for in-service officers in the area of weapons violations recognition and weapons law enforcement. The program is also designed for use in basic training pertaining to Learning Domain 40 (Weapons Violations).

The DVD telecourse, tentatively scheduled for release in 2007, will examine several aspects of weapons law, including: 1) required procedures to lawfully possess and transport firearms, 2) prohibited weapons (including assault weapons and incendiary devices), 3) conditions under which concealed firearms can be possessed and transported, 4) possession of firearms by restricted persons or within restricted locations, 5) and examination of the unlawful use of firearms by juveniles.

Questions about the Weapons Law Telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896, or at [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **RIO HONDO COLLEGE GRADUATES CLASS 179**

On August 24, 2006, the Rio Hondo College graduated the 179<sup>th</sup> session of the Basic Law Enforcement Academy. The class graduated 55 recruits, and 46 recruits are employed as officers with the following agencies: 11 members from the Los Angeles World Police Department; 3 members from the Los Angeles School Police Department; 2 members from the Covina Police Department; 6 members from the Los Angeles County Office of Public Safety; 6 members from the Irvine Police Department; 2 members from the Arcadia Police Department; 2 members from the Montebello Police Department; 1 member from the Irwindale Police Department; 3 members from the Monrovia Police Department; 1 member from the CSU-Fullerton; 1 member from CSU-Northridge; 1 member from Monterey Park Police Department; 2 members from the University of Southern California Police Department; 2 members from the CSU-Los Angeles Police Department; 1 member from the Glendora Police Department; 1 member from the La Habra Police Department; and 1 member from the Huntington Park Police Department.

The graduation, held in the Historic San Gabriel Civic Auditorium, was attended by family and friends, representatives of local, county, state, and federal government, and members of many law enforcement agencies. The guest speaker was Anne Glavin, Chief of Police from California State University, Northridge. Region Nine Manager Charles Sandoval, Training Delivery and Compliance Services Bureau, represented POST at the graduation.

Several awards were issued as part of the ceremony. Officer Zachary Houser from the Glendora Police Department received the Firearms Award and the Kearney Award. Officer Jeong Ko of the La Habra Police Department received the Physical Training Award and the C.A. Panteleoni Award. The Honor Cadet Award, the academy's highest award, was presented to Officer Joshua Mittman of the Monrovia Police Department. The graduating class also set several records; most notably, the pride run, which covered 12.3 miles which was two miles longer than any other Rio Hondo Basic Academy class.

Questions about the Rio Hondo Basic Law Enforcement Academy graduation may be directed to Region Nine Manager Charles Sandoval, Training Delivery and Compliance Services Bureau, at (916) 227-4414 or [Charles.Sandoval@post.ca.gov](mailto:Charles.Sandoval@post.ca.gov).

## CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [clearinghouse@post.ca.gov](mailto:clearinghouse@post.ca.gov).

## LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>



## STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills in Legislative Session 2005-06 on which the Commission has taken, or will consider taking, a position. Other bills of interest to law enforcement stakeholders may be viewed at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<a href="#"><u>AB 1942</u></a> (Nava)	<b>Arrest of Caretaker Parents or Guardians of Minors:</b> This bill would require POST to develop guidelines and training for use by state and local law enforcement officers to address issues related to child safety when a caretaker parent or guardian is arrested. It would express Legislative intent regarding the development of protocols by law enforcement and other entities pertaining to arrested caretaker parents or guardians of minors to ensure the safety and well-being of affected minors. <b>Commission Position: Neutral</b>	<b>Enrolled to Governor (8-21-06)</b>
<a href="#"><u>AB 2051</u></a> (Cohn)	<b>Domestic Violence:</b> This bill would expand education and training requirements to include lesbian, gay, bisexual, and transgender (LGBT) domestic violence issues. <b>Commission Position: Oppose unless amended</b>	<b>Enrolled to Governor (8-30-06)</b>
<a href="#"><u>AB 2133</u></a> (Torrico)	<b>Peace Officers: Racial Profiling: Traffic Stops:</b> This bill would expand an existing pilot program regarding peace officer racial profiling to all law enforcement agencies that conduct traffic stops; it would require POST to develop training and law enforcement agencies to develop policy provide training, and collect specified data; it would require the training to be completed by March 1, 2007, and annually thereafter. <b>Commission Position: Oppose unless amended</b>	<b>Inactive (8-31-06)</b>
<a href="#"><u>AB 2183</u></a> (Spitzer)	<b>Peace Officer Training: Physical Fitness:</b> This bill would require POST to develop guidelines for a voluntary physical fitness program for any agency that employs peace officers. It would authorize agencies that participate in the program to receive state aid. It would appropriate \$10 M from the general fund to POST to develop the guidelines and provide funds to participating agencies. <b>Commission Position: Oppose</b>	<b>Inactive (8-31-06)</b>



Bill # and Author	Title, Summary, & Commission Position	Status of Bill
<a href="#"><u>AB 2300</u></a> (Parra)	<b>Crime Prevention Programs: Crime Stoppers Program:</b> This bill would authorize counties to establish local crime stopper programs; provide immunity from liability to persons who report criminal activity to a local Crime Stoppers program; provide immunity from liability to persons who act on reports of criminal activity; and authorize a board of supervisors of a county to impose additional monetary criminal penalty (\$3 per fine) to fund these local programs. <b>Commission Position: Oppose unless amended</b>	<b>Inactive (8-31-06)</b>
<a href="#"><u>AB 2465</u></a> (De La Torre)	<b>Pedestrian-Bicyclist Safety: Vehicles: School Safety Zones:</b> This bill would authorize a pilot in Los Angeles County, cities within the county and school districts to establish a school pedestrian-bicyclist safety program within school zones. It would authorize that specified violations committed by drivers of vehicles within these zones would result in doubling of the fine for these offenses. Law enforcement agencies requested by the program administrator to assist in enforcement would be required to provide agency resources without additional funding. <b>Commission Position: No position</b>	<b>Inactive (8-31-06)</b>
<a href="#"><u>AB 2646</u></a> (Daucher)	<b>Local Government: Coroners:</b> This bill would require POST to evaluate the need to include specified training in the coroner's death investigation course to address terminal illness deaths attended by licensed hospice care providers. <b>Commission Position: Neutral</b>	<b>Enrolled to Governor (8-29-06)</b>
<a href="#"><u>SB 1227</u></a> (Denham)	<b>Prima Facie Speed Limits: Schools: School Zones:</b> This bill would authorize a pilot study for the Counties of Merced and Monterey, cities with these counties and school districts to establish a school pedestrian-bicyclist safety program within school zones. It would reduce the "school zone" speed limit from 25 mph to 20 or 15 mph. <b>Commission Position: No position</b>	<b>Inactive (8-31-06)</b>
<a href="#"><u>SB 1544</u></a> (Migden)	<b>Eyewitness Lineups:</b> This bill requires the Department of Justice (DOJ) and the Commission on Peace Officer Standards and Training (POST), in consultation with local law enforcement, prosecutors, defense attorneys, and other legal experts, as specified, to develop guidelines for policies and procedures with respect to collection and handling of eyewitness evidence in criminal investigations by all law enforcement agencies in California by December 31, 2007. <b>Commission Position: Oppose</b>	<b>Enrolled to Governor (8-31-06)</b>

Bill # and Author	Title, Summary, & Commission Position	Status of Bill
<a href="#"><u>SB 1761</u></a> (Poochigian)	<b>Victim Services:</b> This bill would create the Victim Trauma Recovery and Child Advocacy Center Funds. It would authorize counties to establish child advocacy centers to coordinate the activities of various agencies involved in the investigation and prosecution of alleged child abuse and mitigation of family violence. It would authorize the Office of Emergency Services to administer the grant program associated with county child advocacy centers. It would redistribute funds within the State Penalty Fund, including increasing the Peace Officers' Training Fund by 9.5%. <b>Commission Position: Neutral</b>	<b>Inactive (8-31-06)</b>
<a href="#"><u>SB 1773</u></a> (Alarcon)	<b>Fines and Forfeitures:</b> This bill would authorize boards of supervisors to increase an existing penalty assessment to \$2 for every \$10 of fines, penalties, and forfeitures collected for criminal offenses. It would require 75% of the funds collected in this manner to be deposited into the Maddy Emergency Medical Services Fund, 15% to be deposited into the "Richie Fund" for expenditures related to pediatric trauma centers, and 10% of the funds collected to be used to address administrative costs. <b>Commission Position: Oppose</b>	<b>Enrolled to Governor (8-31-06)</b>